

**HUBUNGAN KESEPADANAN KERJA-PEKERJA DAN KESEPADANAN
ORGANISASI-PEKERJA TERHADAP NIAT PUSING GANTI DIKALANGAN
PEKERJA INDUSTRI PEMBUATAN MERGONG, KEDAH**

Oleh

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**Thesis Dihantar Kepada
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Bagi Memenuhi Sebahagian daripada Syarat untuk Ijazah Sarjana dalam
Pengurusan Sumber Manusia**

KEBENARAN MENGGUNAKAN

Dalam membentangkan kertas penyelidikan ini, bagi memenuhi sebahagian daripada syarat Ijazah Sarjana Pengurusan Sumber Manusia Universiti Utara Malaysia (UUM), saya bersetuju bahawa Perpustakaan Universiti boleh secara bebas membenarkan sesiapa sahaja untuk memeriksa. Saya juga bersetuju bahawa penyelia saya atau, jika ketiadaan beliau, Dekan Othman Yeop Abdullah Graduate School of Business, diberi kebenaran untuk membuat salinan kertas penyelidikan ini dalam sebarang bentuk, sama ada secara keseluruhannya atau sebahagian, bagi tujuan kesarjanaan. Adalah dimaklumkan bahawa sebarang penyalinan atau penerbitan atau kegunaan kertas penyelidikan sama ada sepenuhnya atau sebahagiannya, bagi tujuan keuntungan kewangan adalah tidak dibenarkan kecuali setelah mendapat kebenaran secara bertulis. Juga dimaklumkan bahawa pengiktirafan harus diberi kepada saya dan Universiti Utara Malaysia dalam sebarang kegunaan sarjana terhadap sebarang petikan yang diambil daripada kertas penyelidikan ini.

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ABSTRAK

Tujuan utama kajian ini adalah untuk melihat hubungan antara kesepadanan kerja-pekerja dan kesepadanan organisasi-pekerja terhadap niat pusing ganti di kalangan pekerja industri pembuatan kawasan perindustrian Mergong. Kesepadanan kerja-pekerja merupakan keserasian antara pekerja dengan pekerjaan mereka, iaitu dari aspek pengetahuan, kemahiran dan kebolehan yang dimiliki oleh seorang pekerja dengan tuntutan yang diperlukan oleh kerja tersebut. Manakala, kesepadanan organisasi-pekerja pula adalah kesepadanan antara ciri-ciri pekerja dengan ciri-ciri organisasi, iaitu dilihat dari aspek nilai-nilai pekerja dan organisasi, norma, matlamat dan personaliti kedua-dua pihak. Bagi faktor niat pusing ganti adalah wujud apabila seseorang pekerja berniat meninggalkan pekerjaan mereka sekarang sama ada secara sukarela atau bukan sukarela. Sebanyak 350 set borang soal selidik diedarkan kepada pekerja-pekerja industri pembuatan di setiap peringkat jawatan dan 188 set telah dikembalikan bagi tujuan analisis. Bagi menentukan hubungan antara kesepadanan kerja-pekerja dan kesepadanan organisasi-pekerja dengan niat pusing ganti, analisis korelasi dan regresi digunakan dalam kajian ini. Hasil yang diperolehi menunjukkan bahawa kedua-dua pembolehubah tidak bersandar mempunyai hubungan negatif dengan niat pusing ganti. Oleh yang demikian, disarankan bagi kajian masa hadapan untuk mengkaji faktor-faktor lain yang lebih menyumbangkan ke arah niat pusing ganti yang sering berlaku dikalangan pekerja seperti faktor amalam-amalam sumber manusia.

Kata kunci: Kesepadanan kerja-pekerja, Kesepadanan organisasi-pekerja, Niat pusing ganti

ABSTRACT

The main purpose of this study is to examine the relationship between person-job fit and person-organization fit on turnover intention among employees in manufacturing industries at Mergong industrial area. Person-job fit is the compatibility between employees and their jobs in terms of knowledge, skills and abilities possessed by employee dan required by the job. Meanwhile, person-organization fit is a correspondence between the characteristics of employees and organization in terms of employees and organizational values, norms, goals and personality of both parties. Turnover intention exist when an employees is intending to leave their current jobs either voluntary or involuntary. A total of 350 sets of questionnaires were distributed to the employees who work at manufacturing industries and 188 sets were returned for analysis. In order to determine the relationship between person-job fit and person-organization fit with turnover intention, correlation and regression analysis used in this study. The results obtained showed that both independent variables have negative relationship with turnover intention. Therefore, it is recommended for future studies to examine the other factors that more contribute to turnover intention such as human resource practices.

Key words: Person-job fit, Person-organization fit, Turnover intention

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SENARAI SINGKATAN

FMM: Persatuan Pengilang Malaysia

MEF: Persatuan Majikan Malaysia

PPP: *Public Private Partnership*

KDNK: Keluaran Dalam Negara Kasar

MNC: Syarikat Multinasional

MIDA: Lembaga Kemajuan Perindustrian Malaysia

FDI: Pelaburan Langsung Asing

ICT: Teknologi Maklumat dan Komunikasi

NCER: Wilayah Ekonomi Koridor Utara

SPSS: Pakej Statistik Sains Sosial

OYA: Othman Yeop Abdullah

UUM: Universiti Utara Malaysia

R^2 : Pekali Penentuan

β : Nilai Beta

α : Cronbach's Alpha

r: Pekali Korelasi

$p < 0.05$: Aras Signifikan Lebih Kecil daripada 0.05

KMO: Keiser-Meyers-Oklin

BAB SATU

PENDAHULUAN

1.1 Latarbelakang Kajian

Kadar pusing ganti pekerja dalam industri Malaysia didapati telah meningkat daripada 12.3 peratus pada tahun 2012 kepada 13.2 peratus pada tahun 2013 (General Industry Total Rewards Survey, 2013). Hal ini adalah disebabkan oleh penawaran gaji yang rendah dan kekurangan dalam peluang kerjaya. Ini dapat dibuktikan lagi dengan penemuan yang diperolehi daripada Global Towers Watson (2012), di mana kajian ini mendedahkan bahawa 51 peratus daripada pekerja Malaysia merasakan mereka terpaksa berpindah ke organisasi lain disebabkan oleh kemajuan kerjaya (Global Towers Watson, 2012). Hal ini menunjukkan bahawa peluang kerjaya adalah menjadi prioriti bagi pekerja-pekerja di Malaysia, terutama kepada pekerja generasi muda yang ingin membina kerjaya selaras dengan aspirasi mereka untuk mencapai kualiti hidup yang lebih baik (Darilay, 2013).

Di samping itu, seramai 76 peratus pekerja di Malaysia berasa tidak berpuas hati dengan pekerjaan mereka dan berhasrat untuk berhenti kerja dalam tempoh 12 bulan akan datang (New Straits Times, 2011). Peratusan yang dimiliki oleh Malaysia, iaitu kira-kira 10 hingga 20 peratus adalah lebih tinggi daripada negara-negara lain seperti Singapura (New Straits Times, 2011). Hal ini memerlukan majikan di Malaysia membangunkan strategi modal insan yang berkesan dan menawarkan kadar faedah yang menarik sebagai

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